# New Jersey Public Employment Relations Commission POLICE AND FIRE

# **COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #							
	SECTION I: Parties and Term of Contracts						
1	Public Employer: Borough of Glassboro	County: Gloucester					
2	Employee Organization: FOP 108 Superior Officers	Number of Employees in Unit: 10					
3	Base Year Contract Term: Jan. 1 2017- Dec 31 2020						
4	New Contract Term: Jan. 1 2021 - Dec 31 2024						
1	SECTION II: Type of Contract Settlement (please	chack anly anal					
5	Contract settled without neutral assistance	check only one)					
6	Contract settled with assistance of mediator						
7	Contract settled with assistance of fact-finder						
	Contract settled in Interest Arbitration						
8							
9	If contract was settled in Interest Arbitration, did the Arbitr	ator issue an Award? Yes J No J No J					
	SECTION III: Base Salary Calculation						
	The "base year" refers to the final year of the expiring or expired agreement.						
	N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."						
10	Salary Costs in base year	\$ 1,334,683.00					
11	Longevity Costs in base year	\$					
12	Other base year salary costs						
	\$						
	\$						
	\$						
	\$						
	Sum of "Other" Costs Listed in Line 12.	\$					
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	s 1,334,683.00					

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Employer: Borough of Glassboro Employee Organization: FOP 108 Superior Officers Page 2

### SECTION IV: Increase in Base Salary Cost (for each year of New CNA)

14 Total Base Salary Cost from Line 13: \$ 1,334,683.00

	Increases	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
15	Effective Date (month/day/year)	01/01/2021	01/01/2022	01/01/2023	01/01/2024		
16	Cost of Salary Increments (\$)	35,418.88	30,298.14	28,008.00	31,296.48		
17	Salary Increase Above Increments (\$)						
18	Longevity Increase (\$)						
19	Total Increased Cost for "Other" Items (\$)						
20	Total Increase (\$) (sum of lines 16-19)	35,418.88	30,298.14	28,008.00	31,296.48		

### SECTION V: Average Increase Over Term of New CNA

Dollar Increase Over Life of Contract \$\frac{125,022}{9.4}\$ [Take sum of all amounts listed on Line 20 above]

Percentage Increase Over Life of Contract 9.4 % [Divide amount on Line 21 by amount on Line 14]

Average Percentage Increase Per Year 2.35 % [Divide percentage on Line 22 by number of years of the contract]

Employer: Borough of Glassboro Employee Organization: FOP 108 Superior Officers Page 3

# SECTION VI: Other Economic Items Outside Base Salary and Increases

#### ←Increases→

		( increases /						
24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	K-9 Handlers	3,000	1,500	1,500	1,500	1,500		
	Firearms	400	80	80	80	80		
	EMT	100	20	20	20	20		
	Physical Fitness	6,000	1,000	1,000	1,000	1,000		
	College Degrees	3,550	1,475	1,475	1,475	1,475		
	Bilingual	500	100	100	100	100		
25	Totals (\$):	13,550	4,175	4,175	4,175	4,175		

### **SECTION VII: Medical Costs**

	Insurance Costs	Base Year	Year 1
26	Health Plan Cost	\$ 171,025	\$ 173,881
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$ 1,509	\$ 1,509
30	Total Cost of Insurance	<b>\$</b> 172,534	\$ 175,390

\*\*\*\*

The undersigned certifies that the foregoing figures are true:

Print Name:

Karyn Paccione

Position/Title:

Chief Financial Officer

Signature:

Date:

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: <a href="mailto:contracts@perc.state.nj.us">contracts@perc.state.nj.us</a>

NJ Public Employment Relations Commission

Conciliation and Arbitration

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

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